



Tri-Service Medical Information Symposium 2012

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Tri-Service Medical Information Management Symposium.**

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Tri-Service Medical Information Symposium 2012



Information Assurance Workforce (IAWF)

Mr. James Perkins

BUMED-M65

February 17-19, 2012



Learning Objectives



- Discuss DON 2012 Annual Message and 2012 Way Ahead
- Address the DON Cybersecurity Workforce Transition
- Review and discuss Professional Development/Specialized Training
- Discuss Total Workforce Management Services (TWMS)
- Address training and OS/CE Commercial Requirements
- Review the Commands' Responsibilities
- Review and discuss Navy Enlisted Classification (NEC) changes
- Examine the DON Metrics and Compliance
- Review and discuss IA Resources/ References



IA References



- ◆ Clinger Cohen
- ◆ Federal Information Security Management Act
- ◆ DODD 8570.01 "Information Assurance Training, Certification, and Workforce Management"
- ◆ DOD 8500 Series "Information Assurance"
- ◆ DOD 8570.1-M "Information Assurance Workforce Improvement Program"
- ◆ SECNAVINST M-5239.3B "Information Assurance Policy"
- ◆ SECNAVMAN 5239.2 "IAWF Management Manual to Support IA WIP"
- ◆ DON CIO MSG, Subject: "Cybersecurity/IA Workforce Improvement Program Implementation Status/CY 2012 Action Plan"
- ◆ SECNAVINST 5239.20, "IA Workforce Management, Oversight, and Compliance"
- ◆ Service official messages



DON 2012 Annual Message Requirements



- Complete all 2011 actions that are not completed (see slide #36 for reference)
- Implementation actions in 2012 continue on course with the following priorities:
 - Continue to address Cybersecurity training and certification funding requirements in the POM
 - Will prioritize training, certification and sustainment, and maximize training opportunities through career level schools, online or virtual training, and any additional education venue available
- Ensure the following:
 - All baseline certified personnel move to certification sustainment and continuous learning
 - Commands follow service inspection guidance and continue to develop compliance methodology



2012 Way Ahead



Cybersecurity Professional Development Program

In 2012 we will spend more time to ensure focused/relevant training:

- Skills needed
- Competencies needed
- Required Additional Training resulting in Annual Qual Workforce shaping strategies
- Developing, Compensating and Motivating the workforce





Apply NICE Roles to DoD Cyber Workforce Construct



National Initiative for Cybersecurity Education (NICE)

Security Provision	Information Assurance Compliance	Software Engineering	Enterprise Architecture	Technology Demonstration	Systems Requirements Planning	Test and Evaluation	Systems Development
Operate & Maintain	Data Administration	Info System Security Mgt	Knowledge Mgt	Customer & Tech Support	Network Services	System Administration	Systems Security Analysis
Protect & Defend	Computer Network Defense (CND)	Incident Response	CND Infrastructure Support	Security Program Mgt	Vulnerability Assessment & Mgt		
Analyze	Cyber Threat Analysis	Exploitation Analysis	All-source Analysis	Targets			
Operate & Collect	Collection Operations	Cyber Operational Planning	Cyber Operations				
Support	Legal Advice & Advocacy	Strategic Planning & Policy	Education & Training				
Investigate	Investigation	Digital Forensics					

Establishing National Standards

Job

Task/Workrole

Knowledge, Skills, and Abilities (KSA)

Critical Depth Needed to Build This Highly Technical Workforce





DON Cybersecurity/IA Workforce Transition



Cybersecurity/IA Workforce Transition to a Professional Workforce

- ✓ 2004-2005 → 8570.01 Directive & Manual required new processes for “Total Force” Management
- ✓ 2005 → DON IA Workforce Working Group Established
- ✓ 2006-2008 → New Service IAWF business processes in place
- ✓ 2009 → DON Cybersecurity/IA Management, Oversight, and Compliance Council established
- ✓ 2010 → Implementation validated by Inspection Program
- ✓ 2011 → Teaming with OPM, DHS, NSA, Federal CIO, and DoD CIO to determine scope of cybersecurity work, workplace, and worker requirements
- ✓ 2012 → Policy revision to meet efficiencies and realities



Professional Development/ Specialized Training



- Specialized training must ensure that cybersecurity professionals are fully versed in terms of their roles, responsibilities and functions and have the practical skills, and creditability to fulfill their roles. DON priority programs are:
 - Continuous Learning
 - SkillSoft e-Learning w/mentors/labs
 - FED Virtual Training Environment
 - Classroom
 - Experiential
 - Cyber Range
 - Dedicated range for training and annual Quals
 - Military Schoolhouses Curriculums
 - I-college/Naval Postgraduate School/Naval War College/Naval Academy/CID/MCCES/CTC



DON Continuous Learning Program (CLP)



SECNAVINST 15xx "Cyber/Information Technology Workforce Professional Development And Continuous Learning Strategy"

Generally any training which leads to **performance improvement** will meet the CLP requirement.

- 40 hours of continuing professional education (CPE) will be required of the DON Cyber/IT Workforce (this included cybersecurity workforce)
- Any learning activity submitted to a commercial vendor counts for DON CLP
- DON CLP intends to broaden the Cyber/IT professional while cybersecurity certifications training objectives are focused only on cybersecurity.
- Training may include:
 - Leadership training
 - Project/program management
 - Joint war fighting tactics
 - Multiple cyber specialties, i.e., ethical hacking, forensics, reverse engineering
 - Ethics
 - Acquisition, budgeting, life cycle development



Total Workforce Management Service (TWMS)



Navy Medicine Policy Memorandum 09-020, 17 December 2009, "Information Assurance (IA) Workforce Identification, Tracking, Monitoring, and Reporting"

- Tracking/Management Responsibility:
 - Command IAMs
 - BUMED M65
- BUMED Certification:
 - IA: 81%
 - OS: 53%



TWMS (cont.)



	BUMED	NCA	NME	NMSC	NMW
IA Certification	76%	92%	84%	88%	73%
OS Certification	60%	24%	57%	70%	51%



TWMS (cont.)



PROBLEMS	RECOMMENDATIONS
1. Personnel NOT identified as IAWF	1. Site IAMs need to pursue TWMS account
2. IAMs do not have account to update personnel as IAWF	2. Personnel should check their own records to ensure that they are registered as IAWF (Self Service Account)
3. Personnel WILL be denied exam vouchers and M65 funded training if they are not identified	3. BUMED to request restructure of Dashboard
4. IA Workforce members not in a recognized cybersecurity role will not meet part of the qualification requirements in TWMS	4. Go to DISA website to take qualification requirement



CE Requirements



Changes of DoD 8570.01-M and CompTIA's website on the American National Standards Institute (ANSI) Accredited Continuing Education program requirements.

Key requirements which support the requirement to enroll in the CompTIA CE program by the end of 2012:

1. All certifications listed in the 8570 were required to be ANSI accredited but were temporarily waived by policy during the startup of the program.
2. Once they were ANSI accredited that became the "approved" certification.
3. The initial requirement to enroll by 31 Dec 2011 was based on budgetary as well as policy considerations (DoD had the funding to support the enrollment requirements).
4. However, this requirement did conflict with the CompTIA requirement to enroll by 31 Dec 2012.
5. Based on the 8570 policy requirement "to meet the standards established by the certification provider", DoD is modifying the required enrollment date to align with CompTIA's requirement of 31 Dec 2012.



OS Certification Changes



- DON CIO is expected to release new guidance in early 2012 replacing OS/CE certifications with OS/CE Service-level certificates
- Per DON CIO, BUMED will not be required to remove personnel from IA positions for not meeting OS/CE requirements.
- All commands should review their IAWF personnel qualification status and develop POA&Ms for personnel who have not met all the amended qualification requirements.
- Information Assurance baseline certifications remain in effect.



Command Responsibilities



Use SECNAV M-5239.2 checklist to validate and ensure a compliant workforce

- IAMs ensure the following:
 - Civilian PDs contain requirement;
 - Contracts contain contractor requirement;
 - Positions are identified/tracked in e-systems;
 - Individual's info is in Defense Workforce Certification Application (DWCA)



Command Responsibilities (cont.)



Per DoD 8570.01-M & SECNAV M-5239.2 the total force must obtain IA commercial certification to remain in the CS workforce.

IAWF Civilian personnel managers and supervisors must ensure:

- The position description (PD) and the HR hiring checklist contain the requirement to obtain commercial certification (C.C.) as a condition of employment
- Commanding Officer's appointment letter may also state a C.C. is required/8570.01-M
- Those with "privileged access" acknowledge IA and OS/CE certificate requirements
- The C.C. process is provided; direction given to take a C.C. pre-test, e-Learning, or VTE, and/or classroom training
- The command offers remedial training if testing is unsuccessful
- The supervisor mentors throughout the C.C. process
- The command offers an employee the opportunity to take C.C. test three times
- The individual's supervisor counsels the individual as appropriate
- The supervisor/IA professional meetings are documented
- The employee maintains C.C. currency in accordance with standard procedure



Command Responsibilities (cont.)



If one does not meet the Commercial Certifications the Command has options:

- Issue a letter of non-performance
- Council/mentor/provide additional training
- Transfer the employee to a non-IAWF position
- Submit waiver to DAA for additional time to meet requirement
- Terminate employment in accordance with established OCHR guidelines



Navy Enlisted Classification (NEC)



October 2011

- All IT Sailors that held the 2735 NEC were required to convert to the 2791 NEC
- If a Sailor held the 2780 /2781 NEC, it's required to convert the 2735 to the 2791 NEC by the end of October.
- If the NEC wasn't changed or elected not to complete 2791 NEC:
 - Lost the 2735 NEC
 - No longer eligible to select or detail to a 2791 billet in the future
 - No longer will be eligible for any future Selected Re-enlistment Bonus (SRB) that has the 2735 or 2791 as a component



DON Metrics/ Compliance



- Adjusted compliance metrics for commands address the number of IAWF personnel who are certified and in a continuous learning path

GREEN = 80 -100%

YELLOW = 60 - 80%

RED = less than 60%

- Compliance Goals:
 - Qualify everyone in the cybersecurity field
 - Move personnel to continuous learning
 - Track by Individual Development Plan



Resources



- IA/OS Training & Voucher Program – M65 Website
 - <https://bumedportal.med.navy.mil/bumed/m6/m65/Pages/default.aspx>
- Navy Credentialing Opportunities On-Line (COOL) – Test vouchers
 - <https://www.cool.navy.mil>
- Defense Information Systems Agency – Virtual Training Environment (IA certification training)
 - <https://www.vte.cert.org/vteweb/>
- Navy SKILLPORT training page (IA certification training)
 - <https://navyiacertprep.skillport.com>
- IAWF Certification Resources Home Page (IAWF information)
 - <https://www.portal.navy.mil/cyberfor/IAWF/default.aspx>
- Defense Workforce Certification (Sustain Fees)
 - <https://www.dmdc.osd.mil/appj/dwc/index.jsp>



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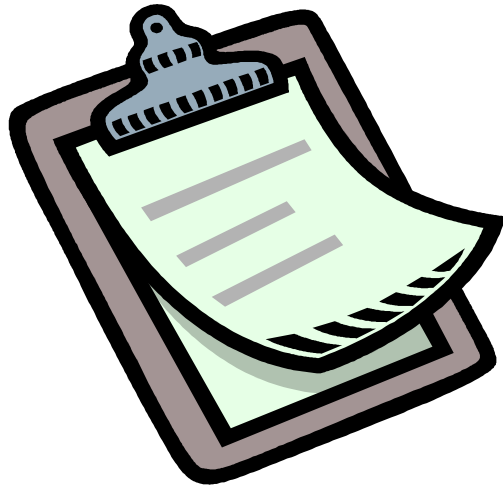
Questions



<https://es.med.navy.mil/bumed/m6/m65/>



Evaluations



<http://www.surveygizmo.com/s3/789671/tmims>

Evaluations

**Don't
FORGET!**





BACK UP SLIDES





Professionalization of a Workforce



Testing of competence: Before being admitted to membership of a professional body, there is a requirement to pass prescribed examinations that are based on mainly theoretical knowledge. (ex. **CISSP**)

Institutional training: In addition to examinations, there is usually a requirement for a long period of institutionalized training where aspiring professionals acquire specified practical experience in some sort of trainee role before being recognized as a full member of a professional body. Continuous upgrading of skills through professional development is also mandatory these days. (ex. **Microsoft**)



Professional Development



Standardization, collaboration, and consistency is required for professional or career development and continuous learning which will be successful through blended solutions such as:

- Formal classroom training
- Experience
- Electronic media
- Learning activities, i.e., "on the job" training, operational exercises, and degreed education)

A profession arises when any trade or occupation transforms itself through *"the development of formal qualifications based upon education, apprenticeship, and examinations, the emergence of regulatory bodies with powers to admit and discipline members, and some degree of monopoly rights."*

(Alan Bullock & Stephen Trombley, *The New Fontana Dictionary of Modern Thought*, London: Harper-Collins, 1999, p.689)



Individual Development Plan (IDP)



Electronic Tool to track Continuous Learning Program activities:

- Individual Development Plan (IDP) integrated with the Service Personnel Qualification Standard or Career Roadmap
- Document electronically
 - Navy Total Workforce Management System (TWMS)
- Sample of the pilot TWMS IDP



Individual Development Plan (IDP)



Electronic Tool to track Continuous Learning Program activities:

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TWMS

IDP Screenshots



Total Workforce Management Services (TWMS)

Workforce Manager 2.0 // Login: JOE.SIMMONS Access Level: IAWF

General Information

** FOR OFFICIAL USE ONLY - PRIVACY ACT SENSITIVE **

** Any misuse or unauthorized disclosure of this information may result in both civil and criminal penalties **

NAVIGATION:

Home

General Information

Assignment/Position Info

Training/Educ/Cert & Skills

Security Clearance Info

IA Workforce Info

Assigned Assets

Employee Locator

User Documentation

Contact Us

Data Update Status

TWMS Updates

Privacy Act Statement

Login/Logout

ACTIONS:

Tools/Functions

Report Services

Manage Billets

NAME	OFFICIAL RECORD UIC/ORG	ASSIGNED-MUSTER UIC/ORG	EMPLOYEE TYPE
BURKETT, TRINA L	3949A / CIO-21	69235 / CIO	CIVILIAN-APF

TITLE	PAY PLAN/SCHED	OCC SRS/GROUP	GRADE/PAY BAND	TARGET
IT SPECIALIST (INET)	YA	2210	02	02

EMPLOYEE STATUS: Active - On Board	
WORK SCHEDULE: Full Time	WORK SHIFT: <input type="text" value=""/>
APPOINTMENT TYPE: Competitive - Career	TENURE GROUP: 1 - Career / Permanent
ORIG APPT AUTH CD 1: (KTM) Reg 315.501	ANNUITANT STATUS: Not Applicable
VETERANS PREF: None	SCD LEAVE: 6/22/1987
VETERANS PREF RIF: None	SCD RIF: 6/22/1987
VETERAN STATUS: Not A Vietnam-Era Veteran	SCD CIV: 6/22/1987
SPECIAL PROGRAM ID: Not Applicable	PAYROLL ORG CODE: N00F
TRAINING PROGRAM ID: Not Applicable	PAY RATE DETERMINANT: (0) Regular Rate
DT EOD CURRENT AGENCY: 2/7/1988	DT START PRESENT POSITION: 3/18/2007
DT EOD CURRENT COMMAND: 11/26/2006 (mm/dd/yyyy)	
BASE LOCATION: Little Creek Amp Base, VA, United States	Select
BUILDING NUMBER: <input type="text" value=""/>	ROOM NUMBER: <input type="text" value=""/>
CUBICLE/SPACE: <input type="text" value=""/>	

Individual Development Plan (IDP) is a document created by an employee and approved by his/her supervisor to address training and career plans. It is designed to be generated in conjunction with the performance review. Requests for training are to be in accordance with plan and subject to funding availability. The IDP serves as the "blueprint" for all short-term and long-term developmental actions which will enhance your performance. Developmental actions, whether participating in a detail assignment, taking a course, or reading a book, mentoring and coaching should develop a broader perspective and deeper knowledge of yourself, your position, the NAVSEA work and work processes, DON and DOD alignment for delivery of fleet products and, goods and services to the Navy. The IDP is a living document, and should be revised as required due to progress of the employee's professional development and changes or revisions in career objectives. The supervisor needs to review the IDP after every revision and make a notation about the revision in the Supervisor's Comments section.

In selecting training courses or developmental activities, specify subjects or topics for academic, professional and personal development. List specific course titles or academic programs supporting these subjects or topics only when they are authenticated through listings in log, program announcement or other credible source. Course Titles are pulled from the course catalog. Developmental Activities are not courses or programs; they are specific activities, events, conferences, actions, etc. for an employee to participate in. Developmental activities are manually typed into the IDP. DAWIA requirements are only for employees who are part of the acquisition workforce. Be sure to list by Priority: 1 - mandatory for job and/or required for certification) 2 - high priority to improve performance; and 3 - adds to capability to perform the current job. Note: Approved SF182 forms, not this IDP, compile the employee's official record of training and academic achievements.

Employee Demographics

Name	TEACH, EDWARD	Employee Type
Official UIC	DEMO1	Official Org code
Assigned UIC	DEMO1	Assigned Org code

**Developing an
IDP**

FY 2012 IDP

Status: Unapproved

Position Information	Goals and Objectives	Mandatory Training	Short Range Training	Long Range Training	DAWIA Training	Submit/Approve	Archiving
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Position Level:	<input checked="" type="radio"/> Non Supervisory <input type="radio"/> Manager <input type="radio"/> Supervisor			
Organization Mailing Address:				
Work E-Mail:	shahram.gharagozloo.ctr@navy.mil	Official Telephone:		
Date Start the Position	Type of Appointment	BIN	Education Level	Supervisor Name
		0		

Defense Acquisition Workforce Improvement Act (DAWIA) Requirement

Critical Acquisition Position? (Y/N)	Key Leadership Position? (Y/N)	DAWIA Career Field	Level
Professional Competency Level	Assess Current Competencies		
0	Department of the Navy Competency Model	NAVSEA Career Planning Guide	DAWIA Career Development

An IDP is a PLAN ONLY, and your input on your form, whether approved or not, does NOT automatically register you for a class/event/activity.

Supervisory Disapproval: ☒

Comments:

☐ Ability to adapt to

Change Agent

1

12/31/2011

Computer Institute

\$500.00

\$0.00

12/23/2011

Supervisory Disapproval: ☒

Comments: Shahram approved after initial disapproval to check this message.(disapproved again)

Add New Short Range Training

KSA Competency	Description of Developmental Activities	Course Title (catalog search)	CIN (catalog search)	Priority	Anticipated Completion	Training Institution	Estimated \$ Cost	Actual \$ Cost	SF182 Approve	Date Completed	Date Last Modified
*		management									01/04/2012

Training Method: WEB - WEB-BASED OR INTERNET

Search Course Catalog

<<--First

<--Previous

Next-->

Last-->>

695 Results -- Page 1 of 35

	course_title	CIN	delivery_method	course_hours
Select	CPPD-GMT08-007 PERSONAL FINANCIAL MANAGEMENT - PREDATORY LENDING	TWMS-29	WEB	1
Select	WINDOWS 2000 - ADVANCED FILE AND FOLDER MANAGEMENT	112876_ENG	WEB	1
Select	CURRENT CONCEPTS IN MANAGEMENT	10807	WEB	1
Select	WINDOWS 2000 - ACTIVE DIRECTORY SECURITY AND MANAGEMENT	113598_ENG	WEB	32
Select	SPASTICITY MANAGEMENT	10806	WEB	1
Select	INTRUSION DETECTION AND RISK MANAGEMENT	111624_ENG	WEB	1
Select	BIOFILM BASED MANAGEMENT OF CHRONIC WOUNDS	11206	WEB	1
Select	WINDOWS 2000 - ACTIVE DIRECTORY SECURITY AND MANAGEMENT	1135998_ENG	WEB	1
Select	MANAGEMENT OF ADULT BALANCE DISORDERS: PART II	10106	WEB	1
Select	INTRODUCTION TO CISCO NETWORK MANAGEMENT DESIGN CONCEPTS	108681_ENG	WEB	24
Select	ADVANCED DATA MANAGEMENT IN EXCEL 2003	113262_ENG	WEB	1
Select	UNIX USER AND DATA MANAGEMENT	107814_ENG	WEB	24
Select	SAP R 3 3.0 IM INVESTMENT MANAGEMENT	13061	WEB	1
Select	EXCHANGE SERVER 2003: CONFIGURATION FOR MANAGEMENT	131719_ENG	WEB	1
Select	SAP R3 MM INVENTORY MANAGEMENT	13178	WEB	1
Select	TECHNIQUES IN ANGER MANAGEMENT	1212	WEB	1
Select	CHRONIC WOUND MANAGEMENT	1252	WEB	1
Select	SAP SUPPLY CHAIN MANAGEMENT	13169	WEB	1
Select	OPERATING SYSTEM TECHNOLOGIES: MANAGEMENT AND TROUBLESHOOTING	126791_ENG	WEB	1
Select	SAP R 3 3.0 WM WAREHOUSE MANAGEMENT	13052	WEB	1

(Required field Anticipated Completion Date, has to be <=today's date+24 months)

Save Short Range Training

Cancel

Status: Unapproved

Position Information	Goals and Objectives	Mandatory Training	Short Range Training	Long Range Training	DAWIA Training	Sub Approve	Approved
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Short Range Training/Developmental Activities (0-2 years)

(Priority 1=Mission Essential or to Improve Unacceptable Performance, 2=Professional Development, 3=Career Development)

Competency Development

Select	KSA Competency	Description of Developmental Activities	Course Title	CIN	Priority	Anticipated Completion	Training Institution	Estimated \$ Cost	Actual \$	SF182 Aprvl	Date Completed	Date Last Modified
<input type="radio"/>	Ability to learn	WWW			1	12/28/2011	WWW	\$33.00	\$33.00			12/23/2011
<input type="radio"/>	Ability to develop		FINANCIAL MANAGEMENT IN THE	10732-E2	1	12/31/2011	rttyrt	\$66.00	\$77.00			12/22/2011
<input type="radio"/>	Ability to conduct		PERSONALIZING AND MAINTAINING	125984_ENG	2	12/20/2012	KSA Institute	\$33.00	\$44.00			12/22/2011
<input type="radio"/>	Ability to design,		Shahram changed dev area to Legal.		2	12/23/2011	FGFG GHGHJ	\$44.00	\$555.00			12/20/2011
<input type="radio"/>	Knowledge of		DEVELOPING MS ASP. NET WEB	DCPDS-335201		12/28/2011	UCLA	\$0.00	\$111.00			12/06/2011
<input type="radio"/>	Ability to develop		ENVIRONMENT OF CARE - FIRE AND LIFE	10804133-10941596	2	12/29/2011	sdsdsdf	\$55.00	\$55.00			12/01/2011
<input type="radio"/>	Ability to design,		HEALTHCARE SPECIALIST SUST	081-91W10	1	12/29/2011	aaaaa	\$555.00	\$666.00			12/01/2011
<input type="radio"/>	Knowledge of		COOKING/BAKING FUNDA	DCPDS-439781	1	12/31/2011	Helena Montana	\$0.00	\$155.00			12/01/2011
<input type="radio"/>	Skill in conflict		BIOFILM BASED MANAGEMENT OF	11206	2	01/27/2012		\$0.00	\$0.00			12/01/2011
<input type="radio"/>	Ability to develop		FOOD SERVICE MANAGEMENT	101 F11 (8E-F6/800-F	2	12/20/2012	sdsu	\$221.00	\$222.00		12/18/2010	12/19/2011
<input type="radio"/>	Ability to design,		SAP R3 MM INVENTORY MANAGEMENT	13178	3	12/20/2012		\$0.00	\$0.00			12/07/2011
<input type="radio"/>	Ability to develop		ENVIRONMENT OF CARE - FIRE AND LIFE	10804133-10941596	1	12/21/2011	UCLA	\$0.00	\$0.00			12/07/2011
Supervisory Disapproval: <input checked="" type="checkbox"/> Comments: shahram disapproved. Judy agrees.												
<input type="radio"/>	Knowledge of the		Table Manners		2	12/25/2011		\$0.00	\$0.00			12/01/2011
Supervisory Disapproval: <input checked="" type="checkbox"/> Comments:												
<input type="radio"/>	Ability to develop	Self improvement.			1	12/28/2011	SSSSSSSSSS	\$0.00				12/13/2011
Supervisory Disapproval: <input checked="" type="checkbox"/> Comments: Disapproved by supervisor (Shahram).												
<input type="radio"/>	Ability to		Holding Holiday Parties		3	12/28/2011		\$0.00	\$0.00			12/06/2011
Supervisory Disapproval: <input checked="" type="checkbox"/> Comments: Edited by shahram.												
<input type="radio"/>	Skill in the use of		STOREKEEPER 1 & C	14241		12/28/2011		\$0.00	\$0.00			12/06/2011
Supervisory Disapproval: <input checked="" type="checkbox"/> Comments: No.												
<input type="radio"/>	Skill in effective		Being Nice to Green People		1	12/30/2011		\$0.00	\$0.00			12/12/2011
Supervisory Disapproval: <input checked="" type="checkbox"/> Comments:												
<input type="radio"/>	Ability to adapt to	Change Agent			1	12/31/2011	Computer Institute	\$500.00	\$0.00			12/23/2011
Supervisory Disapproval: <input checked="" type="checkbox"/> Comments: Shahram approved after initial disapproval to check this message.(disapproved again)												

Add Short Range Training

Delete Short Range Training

Edit Short Range Training

Add/Edit SF182

Refresh IDP

Approve/Disapprove Training

When selecting training courses or developmental activities, specify subjects or topics for academic, professional and personal development. List specific course titles or academic programs supporting these subjects or topics only when they are authenticated through listings in the course catalog, program announcement or other credible source. Course Titles are pulled from the course catalog. Developmental Activities are not courses or programs; they are specific activities, events, conferences, actions, etc. for an employee to participate in. Developmental Activities are manually typed into the IDP. DAWIA requirements are only for employees who are part of the acquisition workforce. Be sure to list by Priority: 1 - mandatory for job and/or required for certification) 2 - high priority to improve performance; and 3 - adds to capability to perform the current job. Note: Approved SF182 forms, not this IDP, compile the employee's official record of training and academic achievements.

Employee Demographics

Name	TEACH, EDWARD	Employee Type	CIVIL
Official UIC	DEMO1	Official Org code	
Assigned UIC	DEMO1	Assigned Org code	

FY 2012 IDP

Status: Unapproved

Long Range Development

Position Information	Goals and Objectives	Mandatory Training	Short Range Training	Long Range Training	DAWIA Training	Submit/Approve	Archiving
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Long Range Training/Developmental Activities (3-5 years)

Select	KSA Competency	Description of Developmental Activities	Course Title	CIN	Priority	Anticipated Completion	Training Institution	Estimated \$ Cost
<input type="radio"/>	Skill in applying		MS VISUAL STUDIO.NET TECHNOLOGY OVERVIEW PART 2	73211	2	12/28/2018	AAAAAAAAAA	\$888.00
<input type="radio"/>	Ability to design,		course title was changed by Shahram	AAA-101		12/26/2015		\$11,111.00
<input type="radio"/>	Ability to		INTERNATIONAL ARMAMENTS COOPERATION (IAC) PART 2	CLI002	3	08/29/2016	CCCCC	\$999.00
<input type="radio"/>	Skill in effective		Nighttime Vision Tools	SKILL-102	1	10/20/2016		\$25.00
<input type="radio"/>	Knowledge of		MS VISUAL STUDIO.NET TECHNOLOGY OVERVIEW PART 2	73211	3	12/28/2016	AAAAAAA	\$333.00
<input type="radio"/>	Ability to	erterert				12/29/2017		\$0.00
<input type="radio"/>	Skill in effective		GRASSROOTS LOBBYING	4651		12/25/2015		\$0.00
Supervisory Disapproval: <input checked="" type="checkbox"/> Comments: No way. Area of development should be Potlatch Savvy. Yes, it is correct.								
<input type="radio"/>	Knowledge of		THE PROCESS OF MANAGEMENT	10947-C1	3	01/01/2016	UC ERVINE	\$444.00
Supervisory Disapproval: <input checked="" type="checkbox"/> Comments:								
<input type="radio"/>	Ability to		MS VISUAL STUDIO 6 - PART 1	72217	2	03/23/2017	BBBBBBBBBB	\$432.00
Supervisory Disapproval: <input checked="" type="checkbox"/> Comments:								
<input type="radio"/>	Knowledge of	Office management skills			1	06/06/2017	UCSD Industrial/Mechanical engineering dept.	\$999.00
Supervisory Disapproval: <input checked="" type="checkbox"/> Comments: You don't need this.								

(Required field Anticipated Completion Date, has to be between today's date+24 months and today's date+60 months)

Add Long Range Training

Delete Long Range Training

Edit Long Range Training

Approve/Disapprove Training

An IDP is a PLAN ONLY, and your input on your form, whether approved or not, does NOT automatically register you for a class/event/activity.



NDU iCollege Continuing Education Examples



Programs & Courses

1. [Government Information Leadership Master of Science Degree](#)
2. [Government Strategic Leader \(GSL\)](#)
3. [Advanced Management Program \(AMP\)](#)
4. [Chief Information Officer \(CIO\)](#)
5. [Chief Technology Officer \(CTO\)](#)
6. [Chief Financial Officer \(CFO\)](#)
7. [CFO Academy](#)
8. [Enterprise Architecture \(EA\)](#)
9. [Cyber Security Program \(Cyber-S\)](#)
[NSTISSI No. 4011 Certificate](#)
[CNSSI 4012, 4016: NSTISSI 4015](#)
10. [Chief Information Security Officer Certificate \(CISO\)](#)
11. [Cyber Leadership Program \(Cyber-L\)](#)
12. [IT Project Management and IT Program Management \(ITPM\)](#)
13. [Information Operations Program](#)



Commercial Vendor Continuing Professional Education



Continuous learning required to maintain commercial certification currency will be:

- Defined by the certification provider (see vendor websites) and goes from 10 to 40 hours a year for 3 or 4 year cycles;
- Meets Cybersecurity objectives;
- Tracked by the Certification Provider; and
- Reported back to the Service through the Defense Workforce Certification Application (DWCA).

Credits obtained in support of commercial certification sustainment can be used to meet overall DON cyber/IT CLP requirements.



DON 2011 Annual Message Requirements



- Fund training and commercial certification requirements
- Institute and sustain IA WIP workforce management processes to include electronic data management
- Inspect commands to ensure compliance and validate the identification of all military, civilian, and contractor cybersecurity/IAWF positions, billets, or contracted tasks
- Educate, train, certify, and sustain the IAWF through continuous learning at the appropriate functional levels
- Provide to DON CIO an IA Workforce Implementation Plan for core IT/C4 community development
- Report to DoD and Congress, through DON CIO



Plan of Action and Milestones



2011

2012

